

FOREIGN SERVICE GROUP

(In dollars)

A) Effective July 1, 2007

B) Effective July 1, 2008

C) Effective July 1, 2009

D) Effective July 1, 2010

FS-1 / FSDP

From:	\$	54271	56442	58700
To:	A	55519	57740	60050
	B	56352	58606	60951
	C	57197	59485	61865
	D	58055	60377	62793

FS-2

From:	\$	61047	63490	66028	68669	71416	74273	77244
To:	A	62451	64950	67547	70248	73059	75981	79021
	B	63388	65924	68560	71302	74155	77121	80206
	C	64339	66913	69588	72372	75267	78278	81409
	D	65304	67917	70632	73458	76396	79452	82630

FS-3

From:	\$	71056	73898	76853	79927	83125	86450	89908	93504	97245
To:	A	72690	75598	78621	81765	85037	88438	91976	95655	99482
	B	73780	76732	79800	82991	86313	89765	93356	97090	100974
	C	74887	77883	80997	84236	87608	91111	94756	98546	102489
	D	76010	79051	82212	85500	88922	92478	96177	100024	104026

FS-4

From:	\$	89908	93504	97245	101135	105178
To:	A	91976	95655	99482	103461	107597
	B	93356	97090	100974	105013	109211
	C	94756	98546	102489	106588	110849
	D	96177	100024	104026	108187	112512

PAY NOTES

Delete previous pay notes and replace with:

PAY NOTES

1. Economic Increases

Effective July 1, 2007, July 1, 2008, and July 1, 2009, revisions to rates of pay shall be administered in accordance with article 46.03.

2. Conversion

~~(a) Effective July 1, 2005, prior to any revision which occurs on that date, an employee shall be paid in the "X" line at the rates of pay which is closest to, not less than the employee's rate of pay on June 30, 2005.~~

~~(b) Should there be no such rate, the employee's salary shall be protected at the rate of pay received on June 30, 2005. Such rate shall be revised effective July 1, 2005 by two decimal four per cent (2.4%).~~

23. Economic Increase

Effective July 1, 2010, an employee's new rate of pay shall be the rate of pay shown immediately below the employee's rate of pay in the **C X** line.

4. Economic Increase

~~Effective July 1, 2006, employee's new rate of pay shall be the rate of pay shown immediately below the employee's rate of pay effective June 30, 2006. The salary for Employee's subject to 2(b), shall be revised by two decimal five per cent (2.5%).~~

35. Pay Increments

(a) Effective August 1 of each year, a full-time employee shall receive an in-range pay increment provided they have received pay for at least six (6) full months in the previous 12 months.

(b) Employees hired through a foreign service developmental program shall receive an in-range pay increase at month 12 and 24 of continuous service from date of entry into the program, provided they have met the competencies specified in the FSDP. Continuous service is reduced by any period of leave without pay in excess of three (3) months.

46. Foreign Service Development Program (FSDP)

Following the revision to the duration of the FSDP program, participants of the FSDP program who have successfully completed the 36 months assessment of the program on July 1, 2005, will be deemed to have successfully completed the Program.

~~FSDP participants are to be paid at the rate of pay in the X line of the FS-1 level, based on the date of appointment into the program. Progression through the pay structure beyond July 1, 2005 is governed by pay note 5 above. Should the FSDP participants exceed, the maximum rate of pay for this group, the employee's salary shall be protected at the rate of pay received on June 30, 2005. Such rate shall be revised effective July 1, 2005 by two decimal four per cent (2.4%) and effective July 1, 2006, by two decimal five per cent (2.5%).~~

5. Transitional Measure

As a transitional measure, FSDP participants hired prior to January 1, 2003, upon successful completion of the FSDP program, will be promoted to the FS-2 level. The substantive FS-02 employee will be eligible for an individual merit assessment for promotion to the FS-3 level twelve months after the employee has reached the maximum rate of pay in the FS-2 structure.

The provisions of the transitional measure cease to exist for employees who leave the FSDP program after April 7, 2005, even if they subsequently return to the program.